

Ethical that are put in place from

Government



Ethical behavior is the manner in which organizations adhere their functions, since it is the thought of what is correct and incorrect practice (Lawrence & Weber, 2014, p. 69). The concept of what is right or wrong comes from many sources.

Many individuals have learned that simple behavior from our upbringing. However in the corporate environment, these values are similarly simple but have regulatory oversight to ensure they are being followed correctly. In order to be a strong organization, a company needs to follow rules that are put in place from the U. S. Corporate Sentencing Guidelines and the Sarbanes-Oxley Act. These guidelines and regulations explain how organizations are held accountable to the information they report based on the punishment and sentencing that can occur from false information, as well as the need to have compliance officers to ensure the public is receiving accurate information (Lawrence & Weber, 2014, p. 73-74). The purpose of these regulations is to protect investors from deceitful business practices that would benefit a corporation, and to have those corporations enact higher ethical standards to adhere to. These types of higher standards would include items such as conflict of interest statements, code of ethics statements, compliance officers, compliance hotlines, and routine audits (Lawrence & Weber, 2014, p. 99-101). The statements and compliance audits help understand what work is being conducted within the policies and procedures previously outlined by the organization.

By having a compliance officer compare the work to policy, it will then allow that officer to verify if it is within regulatory guidelines. Compliance officers need to develop awareness and training programs that will help the organization maintain their ethical practices. Realizing that all individuals have a shared ownership in this matter will ensure that an ethical culture is working within the organization from the employees to executives. Success comes from a team that works together and does not penalize individuals for pointing out errors and omissions. That type of open communication will help an organization transform to allow for larger growth. When comparing corporate ethics programs for organizations, one needs to evaluate if the company is looking to keep the public and investors informed of their operations, or just making a statement that is required due to the public outcry based on ethical scandals. The Sony website describes their ethics and compliance approach. They maintain that their organization is functioning as an established ethical company that works within the regulations since their business values are put in place by their leadership team.

Those values include competitive business, protection of information and property, as well as concerns for human rights and the environment (Sony, n. d., para. 1). The Sony website goes on to further discuss how they are committed to provide ethical compliance through their compliance programs and personnel. They state they have compliance teams in all their business units and each are collaborative in their efforts to work towards regulatory fulfillment. They offer continual training and education to staff and have many layers to report concerns without reprisal. Lastly, they commit

toproviding the necessary staffing to maintain an ethical business practice(Sony, n.

d., para. 2-3). As forMicrosoft, they post their ethics and compliance statement online. In this listing, they refer to theirresponsibility to be an ethical corporation, as well as how they haveestablished a compliance officer who has the overall responsibility but reportsdirectly to the CEO and board (Microsoft, n. d., para. 1-3).

These opening statements show how they frametheir structure around trust and how they are placing the onus on thecompliance team. They list out themultiple levels of the compliance and legal teams to show the importance andlevel that this is reporting into. Theyalso show how they are looking out for the consumer, regulatory guidelines andthe shareholders.

There is no mention ofhow they work within their organization on maintaining corporate ethics, or howthey instill those values into their staff. Microsoft does mention their Standards of Business Conduct (Microsoft, n. d., para. 1), which then connects you to another link. This link contains a fifty eight-pagedocument that explains how they work towards an ethical environment.

In these standards they explain how employeesare responsible for their ethical behavior and that of their fellowemployees. It then goes on to list howto report any questionable behavior, as well as the appropriate hotline phonenumbers and corresponding email information. Bothorganizations take the time to express their concerns for ethical behavior, aswell as provide the appropriate methods to educate, report, and monitor corporatecompliance <https://assignbuster.com/ethical-that-are-put-in-place-from/>

so as to adhere with government guidelines. But making statements are that alone, just words that are written to meet a requirement. It is not until you write additional plans that you are able to show how an organization is going to attack the issues around ethical behavior. Most employees will look towards leadership to set the pace and tone of how to act and behave at work. Ethical and moral decisions need to be made and modeled so others can see what is expected. Having reports and information published with the correct information is the beginning.

Also, having quality-organized goals will help employees understand what is expected of them. Training and education in compliance matters will help further their understanding. Together, staff and leadership can become the ethical voice for an organization once they realize that all have the same responsibility in the end. Audit and compliance teams are in place to ensure that the workplace is following policies and procedures. Sony needs to further show how they are working with their staff to advance their knowledge and awareness on compliance matters.

Posting additional plans and information on how they maintain their requirements with employees will help ease consumer or investor concerns. Microsoft has a well-developed plan that explains their program on how all individuals within the organization are responsible for ethical and moral behavior. However, it is not quickly apparent. In order to get to this information, the individual has to go through multiple website layers to find this great plan. Having it more visible and understanding what the true meaning of their standards are will help see the lengths they go through to obtain ethical compliance for their teams. Morality and ethics are individual

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choices that are learned behaviors. Having additional methods of education and examples to learn from will help staff better understand their role in achieving and maintaining these standards.

Everyone within the organization is responsible for working in a professional and ethical manner.